

Non-Governmental Organizations (Ngos) And Human Capital Utilization In Internally Displaced Persons (Idps) Camps In Borno State, Northeast Nigeria: Examining The Available Potential

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Abstract

This paper examines the major issues hampering the maximum utilization of human capital in the internally displaced persons (IDPs) camps in Borno State, Northeast Nigeria. Data for the paper were sourced from documents and analyzed using the content analysis technique. Based on available evidence, the paper found that utilization of available human capital by the NGOs in the IDPs camps are largely hindered by the lack of transparency and competency, as well as the complexity in the humanitarian efforts of the NGOs. The paper further found that one of the greatest challenges to the utilization of faced by the NGOs in an attempt to ultimately utilize its human capital is its adjustment to change. Thus, the paper concludes that the NGOS need some amendments to enable it to achieve its agenda while ensuring maximum utilization of the available human capital in the IDPs camps. Also, it concludes that human capital utilization remains a valuable aspect of humanitarian needs of the youth in the state as it guarantees representation across the board. Thus, the paper recommends maximum of utilization of available resources in training the IDPs, as it will assist the NGOs in meeting their needs.

Keywords: Borno State, Internally Displaced Persons, Human capital, Non-governmental Organizations, Utilization

Research Highlights

The end of the Second World War in 1945 witnessed aggressive advancement in human capital development especially among the developed countries such the United States of America, Germany, Francis, Britain, and other developed nations through knowledge and research institutions, and industries where institutionalization of human capital was supported by government (Aluko & Aluko, 2012). While the developed countries in the world are continuously developing their human capital African are struggling to kick start their developmental process. As most African countries remain behind in human capital development as various indices indicate has attributed the high rate of poverty and low socio-economic growth to lack of proper attention in human capital development (Aluko & Aluko, 2012). Even when studies show that rapid developmental transformation recorded in Southeast Asia like Malaysia was largely attributed to concrete and purposeful investment in the human capital of the said continent, the reverse was the case in Africa continent especially in Borno state, Nigeria where development of human capital has been relegated to the background (Oni, 2000; Aluko & Aluko, 2012; Onimisi, 2014).

The display of lack of interest by the concern authorizes regarding human capital development and its utilization in the IDPs leave much to be desired. While the Southeastern Asian physical development and economic growth have been greatly attributed to human capital investment in its civil service structure especially Singapore with a little natural resource (Atoyebi et al, 2013; Onimisi, 2018), unfortunately, Nigeria is yet to recognize the importance of human capital development, especially the NGOs. The structure of most NGOs can be classified as follows: those with administrative class made up high impact NGOs responsible for coordinating and organizing the

activities of the IDPs camps. They also provide advice to the government appointed by the president to formulate and implement the policy agenda of the government; they include directors, deputy, and assistant directors. While the executive class NGOs are responsible for the carrying out government policy actions and control/supervise policy agenda, they include executive officers, senior technical officer, and senior executive officers. The professional class NGOs includes legal personnel, medical doctors, architects, engineers, teachers, and accountants. These NGOs employ and use people like typists, clerical assistant, clerical officers and secretaries responsible for record-keeping, movement of files, data preparation, and the preparation of vouchers/claim of payment (Maduawuchi, 2015). The auxiliary class NGOs represents the drivers, cleaners, painters, porters, messengers, and gardeners responsible for carrying out manual laborers in the IDPs camps.

Hence this paper examines the major issues hampering the maximum utilization of human capital by the NGOs in the IDPs camps in Borno state, Northeast, Nigeria. In doing this, the paper is structured into five sections with the introductory part as the first section. Conceptualization of the NGOs and Human Capital represents the second section. While the third section articulates the NGOs & Nigerian human capital utilization which look at the challenges of the policy to human capital in Nigeria. The fourth section consists of the various mean which can ensure the utilization of Human can be improved by providing the way forward. The fifth section is the conclusion.

Research Objectives

The core objective of this paper is to examines the major issues affecting the maximum utilization of human capital by the NGOs in the IDPs camps in Borno state, Northeast, Nigeria. The attempts to draw attention to the benefits of maximum

utilization of human capital by the NGOs in the IDPs camps in Borno state, Northeast, Nigeria. The paper is significant because it draws attention to the readers, researchers, scholars and policy makers to the benefits inherent in the utilization of human capital in the IDPs camps in Borno state, Northeast Nigeria.

Methodology

The paper adopted the secondary sources of data collection. The study focus on the utilization of human capital by the NGOs in the IDPs camps in Borno state, Northeast, Nigeria, thus materials in this area was sort for and used. The materials used were collected from annual reports of the agencies of government concern, while manuals, scholarly journal articles, and books, were also analyzed relevant documents using content analysis.

Results

Non-governmental organizations, regardless of whether at the international level, federal, state and local government council level is the most reliable body to looking out for the welfare of the IDPs in Borno state beside the governmental agencies in the country. The role played by the NGOs in the area of utilization of available human capital in the Borno state IDPs camps including ensuring transparency in humanitarian services; development issues; complex system; and unstable policies. The result shows that the challenges of NGOs in human capital utilization in IDPs includes te adjustment to Change; low wages; lack of continuity; insecurity, which the NGOs are operating in IDPs camps in Borno state are often confronted with the issue of insecurity. Insecurity is affects the maximum utilization of human capital in the IDPs camps in Borno state.

Findings

This paper has examined the activities of Non-governmental Organizations (NGOs) with a focus on further examines the inherent potential in human capital and the human

capital utilization in Internally Displaced Persons (IDPs) Camps in Borno State, Northeast Nigeria. It challenges of human capital utilization in Nigeria. The paper admitted that the IDPs in camps in Borno state have the potential that will enhance and assist the activities and programs of the NGOs, but utilization of the available human capital in Borno state IDPs camp are largely hindered by the lack of transparency, competency and complexity government policies and implementation, thus neglecting ability and potential and ability inherent in Nigeria's human capital. Evidently, in the main body of this paper, the potential inherent in the human capital have not being fully utilized by the NGOs operating in Borno state. The neglect in the potential inherent in human capital and the focus on the other aspect of humanitarian service has weakened these hidden potentials. The paper further concludes that NGOs can spread it humanitarian activities to include harvesting human can potential in IDPs camp in Borno state. However, in carrying out this mandate ultimate utilization of available human capital can only be guaranteed and sustained when meritocratic approached to employment of people of humanitarian workers is the watchword of the NGOs. The paper opined that NGOs should champion the need for amendment of government policies that are not favorable to them. The NGOs should equally ensure growth in human capital should be one of their main goals, because human capital remains a valuable aspect of the human development process as it does not only ensure high standard of living it thus guarantees growth in all aspect of human life.

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